

WHY CELL GROUPS?

HOW DO WE MEASURE THE SUCCESS OF OUR CHURCH?

We measure our success by getting everyone to take their NEXT STEP in their JOURNEY to SPIRITUAL MATURITY. Our FOCUS is on the INDIVIDUAL. **Our SUCCESS is that each PERSON feels KNOWN and LOVED and starts to SERVE. People are attracted to things that are ALIVE, FULL OF LIFE, ACTIVE and GROWING**

THE REASON FOR THE "GROWTH" IN THE CONGREGATION OF EPHEBUS

In a close study of Acts 18 and 19 reveals that the congregation really started expanding after they had made a study of the Word of God (Acts 19:9, 20). It seems as if the special services conducted by Paul in Ephesus did not avail much, even though this continued for three months. When Paul, however, took the disciples aside and taught them the Word of God for two years, the Word spread throughout Asia. The final objective of the cell group is that everyone in the vicinity of the group should hear the Word of God. The old saying seems to be true: **If the people do not come to church, then take the church to the people.**

WHY CELL GROUPS?

God is busy adding members to His church and it is OUR responsibility to care for them. The great command of Jesus must be obeyed. We are to make disciples and teach them according to Matt 28:19. We are dealing with spiritual babies who need constant care otherwise they will die. **Cell groups constitute a God-given method of fulfilling the needs of our people.** Through cell groups the church has rediscovered the Biblical method of caring spiritually for modern man. This is exactly the method used by the early church. The "church in the home" is a Biblical concept (Acts 1:13; 2:46; 5:42; 12:12; Ro 16:15; 1 Cor 16:19; Phlm 1:2)

OBJECTIVES OF CELL GROUPS

1. To enable members to get to know the Lord Jesus better and to share Him with others.
2. Getting to know each other as a spiritual family and caring for one another.
3. It is a vital way of personal fellowship and creates the opportunity to share, pray with

and minister to one another; this develops the skill of ministering to an individual in an informal atmosphere.

4. Every cell group aims at leading at least two families to Christ per year.
5. The main objective is to equip believers for their service in the body of Christ (Eph 4:12); and to win people for Christ. (If the Bible starts talking to you, you will never ever be the same again.) The group should try to bring unsaved people to Jesus.
6. It must always be remembered that cell group meetings with open Bible discussions are not intended as a substitute for Sunday services where one person delivers a sermon and all attendees listen. **In the groups needs of individuals are met in a way which might not be possible in the larger Sunday assembly.**

LET US LOOK AT WHAT HAPPENED IN ACTS 19:1-20

1. Paul comes across a small community of about **12 men** who have not been baptized in the Holy Spirit (Acts 19:1,2)

If we want our congregation to grow we have to make sure that our members are full of the Holy Spirit. Who convicts of sin? Who leads in the full truth? Who is the Comforter? The answer is: THE HOLY SPIRIT! Many congregations are unable to grow, because they do not allow the Holy Spirit to work in His fullness in their midst. May God pour out His Spirit on every member and every pastoral couple.

2. The second reason why the congregation grew was that they studied the Word of God. (Act 19:9-10)

One thing is quite clear: God only confirms His Word. *(Acts 4:4) But many of those who heard the Word believed; and the number of the men was about five thousand. (Acts 6:7) And the Word of God was increasing. And the number of the disciples in Jerusalem was multiplying exceedingly ... (MKJV)*

Read Mark 16:20

3. A third reason for the substantial growth in Ephesus was that the people started striving after holiness in their own lives. The

believers confessed their sin and broke with it (Acts 19:18-20). A congregation is unable to grow if the members live in sin. *(Verse 18, TLB): Many of the believers who have been practising black magic confessed their deeds...*

NEW TESTAMENT CHURCH

The New Testament Church in the book of Acts was powerful and we read that it grew at a great pace. Thousands were added daily.

One main feature of this New Testament Church was that the believers met in homes (Acts 2:46) as well as in large assemblies. The church in those days was the perfect "Two-Winged Church".

When persecution came from the Roman Empire, many thousands of Christians were killed, but the church carried on regardless. It was able to do so by going underground. The believers continued meeting in secret and the church remained as strong as ever. The very structure and nature of the New Testament Church helped to defeat the plan of Satan for its destruction.

With the conversion of Constantine (the Roman Emperor), in the late 3rd century the church started changing. Persecution of the Christians ceased and because Constantine had adopted the Christian religion, it became "fashionable" to be a Christian.

One result of this was the church changed from regularly meeting in homes and large group open-air gathering to almost exclusively meeting in special buildings – "Cathedrals".

Community life and vibrancy in the church ceased to exist. This bird could no longer fly!

NATURE OF THE ONE-WINGED CHURCH

The One-Winged Church is characterized by the following:

The Pastor – The Holy Man

The pastor or church leader in a one-winged or tradition church is called onto do all the work of the church:

- Preaching
- Evangelism
- Organizing programmes
- Shepherding
- Visiting

- Maintaining the buildings

It is expected of him because he is the paid minister, the God appointed holy man. He is expected to grow the church numerically as well as spiritually – single-handed. No church leader can do all this on his own and many fall by the wayside because of burnout or they leave the church, all of them victims of Satan's strategy to neutralize the church and make it ineffective.

Consumerism

Statistics show that in the traditional church 80% of the members are mere spectators in the church. These people contribute nothing to the church. They only consume what is produced for them by the church leaders. These are "warm bodies" needed by the church, as success in a traditional church is determined by "numbers". There is very little interaction between church members or caring for each other.

Programme Based

To feed, satisfy and attract even more "consumers", the church runs programmes. Many times these programmes have little to do with the spiritual growth of members. Programmes drive the church and all resources are employed in keeping the programmes going.

Meets in Buildings

Buildings are a priority in the one-winged church. The church needs a place to gather. Many churches build huge building and then try to fill them. A large proportion of their income goes towards debt repayment. Instead of focusing on feeding his flock the pastor has to focus on floating economically.

Meets Only on Sundays

The one-winged church meets only on Sundays. During the week there is little or no contact between the members, and therefore little or no relationship build-up between members.

Growth Strategy is Based on the Condition of New Members

The one-winged church is usually sustained by the transfer of dissatisfied adult members from other churches. Very few new adult conversions take place.

Is an Organisation and not Organism

The one-winged church needs a Chief Executive Officer to make it work. If the building and Sunday meetings were taken away, there would be no church.

FRIENDSHIP GREENHOUSE

Friends are the “bridge” for outsiders to become insiders in a church family. And the first six months are critical.

- If we can help newcomers to **develop seven or more friends in our church within the first six months** of their initial visit, there is a strong likelihood they will become integrated into the life and fellowship of our church.
- **Groups provide a time and place to know and be known, to share, question, laugh, cry, encourage, and grow together.** The more things that newcomers in a group have in common, the more likely they will become and remain friends for a long time.

Here are a few ideas groups do together

- *Eating together* is one of the best ways to build community.
- *Celebrate special days* such as graduations, new babies, and illness and other health concerns, job promotion or loss, engagement, grandchildren.
- *Care for needs.* If special needs arise in the life of a group member (and they will), make an effort to respond in love and care to the person. Bring meals to their home, pick up their children from school, do their grocery shopping or whatever else is needed. Loving acts in time of need will build relationships like nothing else.
- *Go to special events together* like hearing a special speaker of interest to the group, pizza after church, working on a church or community sponsored service project.

Our church should be, in the best sense of the phrase, a “relational cupid,” **working to bring newcomers together with other newcomers and long-time members, in meaningful relationships that will last a lifetime.**

Most people wonder: *I wonder whether I could make any friends in that church. Could I become part of the activities and enjoy the fellowship as it seems most other members are doing?*

- A cell leader helps newcomers get acquainted with long-time members and find their niche in the church.
- **A cell leader provides information and assistance to new members about activities,**

special events, committee opportunities, and questions on the working of the congregation.

- A good cell leader is someone in our church who has a genuine care for people, who knows about the church programs and people associated with the programs, and who is respected in our congregation. Perhaps most important, a good cell leader wants to be a cell leader.

We must take time and list the measurable characteristics we want to help develop in newcomers in the church.

- This will help us plan our strategies so as to instil these qualities into the lives of our newcomers.
- **This will also help us evaluate whether our present ministry activities and cell groups are actually contributing to the goal of making disciples.**

MEASURABLE CHARACTERISTICS

1. ***An assimilated member attends the worship service regularly.*** Sunday morning service is the focal point of the church calendar. “*Worship the Lord your God*” (Lk 4:8 ESV)
2. ***An assimilated member is growing spiritually.*** Everybody needs to feel a sense of spiritual movement and growth. The Spirit despises “lukewarm” Christians (See Rev 3:16).
3. ***An assimilated member has friends in the church.*** Research indicates that assimilated members have an average of seven friends in their new church; dropouts had made only two. (John 15:15).
4. ***An assimilated member has affiliated with the church body.*** The value of a public commitment, through baptism and church membership, solidifies the identity of the believer with the body of Christ. “*There are many parts, but one body*” (1 Cor 12:20).
5. ***An assimilated member is praying.*** Growing in one’s understanding of how, when, why, and where to pray is important for a follower of Christ. “*Lord, teach us to pray*” (Luke 11:1)
6. ***An assimilated member identifies with the goals of the church.*** Clear and specific goals in a church allow members (new and old) to rally around a common focus. “*I press on toward the goal for the prize of the upward call of God in Christ Jesus.*” (Phil 3:14 ESV)

7. ***And assimilated member has a ministry role or task.*** Service is a key part of the identity of a Christ-follower. Jesus said, *"The Son of Man did not come to be served but to serve"* (Matt 20:28 ESV). So should His followers.
8. ***An assimilated member is involved in a cell group.*** The best place to grow spiritually and relationally is in a cell group. Jesus led a cell group for three years, and they changed the world. *"They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer"* (Acts 2:42).
9. ***An assimilated member tithes regularly.*** Assimilated members give back to God what is his to begin with. *"The place where your treasure is, is the place you will most want to be, and end up being"* (Mat 6:21 Message).
10. ***An assimilated member participates in the Great Commission.*** A disciple is spreading the Good News in his or her social network and beyond. *"You will be my witnesses"* (Acts 1:8).

THE CELL MEETING

THE IDEAL SIZE OF THE CELL

Research in group dynamics reveals two critical factors which affect the size and multiplication process of cell groups:

1. The maximum size of a cell group should not exceed 12 regular members.
2. The communication lines between members become too complicated with more than 12 members.
3. When cells stabilize around 12 members they should multiply into two cells of 6-6 members respectively.

WHICH STUDY MATERIAL IS BEING USED?

1. The pastor decides what the subject will be or what material will be used.
2. Specific study material will be used to afford growth in disciples' lives.
3. At times the notes handed out in our Celebration Services will be used as material for the meetings. Other times specific study material will be used as indicated by the pastor.
4. All study material will be in writing and discussed with all leaders beforehand.
5. Every leader should add his "personal spiritual flavour" during the presentation.

CELL LEADER'S PREPARATION

1. Spent personal time in prayer and praise.
2. Read through the material used.
3. Make decisions regarding the material.
4. Decide on the ice-breaker.
5. Make a list of all requirements you need for the meeting.
6. Go through the cell meeting in your mind.
7. Pray for each cell member.
8. Pray for the freedom to flow in the Spirit.
9. Prepare the Worship.

It is suggested that the leader should have a good reference Bible as well as at least one other translation of the Bible. This will help the leader to get a good understanding of key concepts.

In addition you may consult commentaries or read books on the subject, but the Bible should remain the principle source of information.

Your study should go hand-in-hand with fervent prayer. The Holy Spirit is able to explain everything to you so that you will understand what the Lord wants to say to you (1 John 2:27); after all, the Bible was originally written for simple people with little education.

If you meditate on the portion of Scripture in this way, you will be prepared and equipped to lead your group so that the Word will mean the same to them as it means to you.

THE FORMAT OF THE CELL

It shouldn't be another church service nor a social club. It is a meeting of the household of the Lord. The things of the Lord should be discussed and the burdens of others should be borne. The members should study the Word of God together. It should be a real *"koinonia"* group, kept alive by limiting the **meeting time to a maximum of 90 minutes.**

THE CELL MEETING AGENDA

The cell meeting is divided into 4 stages:

Welcome	± 15 minutes
Worship	± 15 minutes
Word and Edification	± 40 minutes
Works (Evangelism & Vision)	± 20 minutes

Welcome

- When you begin your meeting, you need time to prepare group members to forget the worry and activities of the day and

concentrate on the Lord and those in the group.

- This should be an activity that requires every person in the group to participate and open themselves to the group. This works best when you use an icebreaker. This method also helps newcomers feel at ease in the group.

Icebreakers

1. Icebreakers help to relieve strange or strained relationships.
2. Icebreakers are not games, but activities that help people to take the focus off themselves so that they will feel at ease with one another.
3. They may require each person to participate.
4. They help bind people together.
5. They break the initial resistance of everyone present.
6. They are tools to help members of a cell take the first step to enter into another person's life.
7. They are not a waste of time and must not be considered unspiritual as they release laughter and the Bible calls laughter a medicine. Christians need to have fun and release from mundane activities.
8. Icebreakers are used for mixing and achieving group participation.
9. Icebreakers can also have the purpose of getting acquainted with one another in the group.
10. Icebreakers help to start communication.
11. Icebreakers can be used for encouraging teamwork or group relations.

See icebreakers attached at the end of this book.

How to handle new members

1. The leader must set the example of making a fuss of newcomers and all members must be encouraged to do so.
2. It is critical to have song sheets for newcomers, as they will often not know the songs you are going to sing.
3. Be sensitive to newcomers, they might not understand the works of the Holy Spirit. Be prepared to give a short explanation about singing in tongues or clapping of hands or anything that they might not be familiar with, and make an appointment to visit with them if they want to learn more of the working of the Holy Spirit.
4. Be careful not to pose difficult questions to the new members the first time they attend a meeting. Make sure you get their personal

details so that you can contact them during the following week.

Worship

What is praise and worship?

1. Praise is adoration towards God and usually dynamic, vocal and even loud.
2. Praise is focused on God and all the good things He has done.
3. Praise is an energetic acclamation accompanied by singing, shouting, proclaiming, dancing and playing of musical instruments and other external forms of bodily action. Praise involves your emotions and feelings.
4. Worship means to ascribe worth or value, or to count as worthy.
5. When we worship we declare Him as the One deserving all the glory.
6. Worship is conversation between God and man.
7. Worship is giving ourselves over to God and is based on our love for Him.
8. Worship is intimate, involving communion and fellowship with God.
9. In worship God mingles with His children.

Pray, Plan and Practise

You need to plan the worship carefully

1. Seek God for a focus or a theme.
2. Set a goal for what you are trying to achieve.
3. Select the songs carefully.
4. Meditate on the lyrics (words) of the songs.
5. Practise these songs over and over.
6. Determine how you are going to link the songs. It is preferable that once you start the worship, you have no interruptions. If there is an interruption between songs prepare someone to read a Scripture.
7. Determine approximately how many times you would like to sing the songs.
8. If you have another musician who is leading the worship, meet before the time to ensure that you are moving in the same direction. You are still in charge and the musician has to follow the leader.

Things that will negatively affect the worship

1. Never begin the cell without knowing what songs are going to be sung. Cell members will quickly notice when you are not prepared.
2. Don't use long introductions or long pauses between songs, as this will disturb the worship flow.

3. Avoid choosing songs that you or your cell members are not familiar with.
4. Don't choose songs that have a varying tempo or beat.

Tips with leading worship

1. ***You lead by example.*** Your cell will never worship unless you worship with all your heart.
2. ***Be in charge;*** never let anyone know that you are nervous.
3. ***Focus on God;*** if you truly worship Him the cell members will definitely follow your example.
4. ***Be sensitive to the Holy Spirit.***
5. ***Worship involves faith,*** always expect God to be there.
6. ***Always try and end the worship on a high,*** don't use the least known song to end the worship. Use a song that you know will bring the anointing down.

You can lead the worship instruments. If you don't have any instruments you can lead it with your voice only. You can also use CD's or DVD's of songs regularly being sung during the Celebration Services.

Word and Edification

The Word section of the cell meeting is not intended to be merely a Bible study or another preaching session. It is meant to be a time of edification and sharing. In order for this to happen the following must take place.

1. Each person in the cell must learn to become an edifier, actually using spiritual gifts in building up the body (1 Cor 14:26).
2. Flow into edification from worship. Close the worship time by praying for the edification.
3. The focus will be on the application of the Scripture passage preached in the previous Sunday's Services.
4. You must facilitate, not teach. Teaching is the leader doing all the talking. **Facilitating is the leader getting the people to talk and directing the interaction and conversation where necessary.**
5. **Discussion and sharing:** In facilitating the discussion and sharing, lead the people to applications that are specific and practical.
6. Discussions and sharing should lead to a time of ministry through prayer and exercising of spiritual gifts.

Inward and outward look

The **inward vision** and ministry of the cell is to help cell members grow and mature into their special gifts. The **outward vision** is to help cell members penetrate their "*oikos*" through evangelism and win as many souls as they can to expand the Kingdom of God.

All cell members have one or three ways of viewing the edification of the cell.

- Some want it to happen.
- Others want to be edified; and
- Others are making edification happen.

All cell members must be encouraged to adopt the paradigm of making edification happen.

The golden rule for any use of the spiritual gifts in the cell is that **these gifts are for the edification, exhortation and comfort of cell members.**

The group should regularly be reminded that by participating in the cell group every person guarantees the confidentiality of situations shared.

Works (Evangelism & Vision)

Each cell session must include a time where the cell is reminded that they are not only there to enjoy the presence of the Lord, but also to extend the Kingdom of God. **The focus must be moved from how God wants to minister to us to how God wants to minister through us.** The following topics could form part of the works section of the cell meeting:

1. Cell members pray for one another, which automatically follows the word session.
2. Cell members could share a testimony of what God has done in their lives.
3. Each cell member, can in unity with the cell, pray for unsaved family or friends.
4. Each cell member can name the person they would like to approach within the next week. The cell members can pray to God to show them who they should approach. Even if the person does not accept Jesus as Saviour, progress is still being made.
5. During this section of the meeting the cell could even plan activities by which they can befriend unbelievers.
6. The cell can decide how they are going to work towards special events planned by the church. The cell can also plan prayer walks.

CELL LIFE

close, indwelling, involved, friend, comfort, accessible and humble.

WHAT IS A HEALTHY CELL

1. Sharing lives.
2. Regular outside meetings.
3. Leadership Development.
4. Active Outreach.
5. Participation in Church Celebrations.

PURPOSES OF THE CELL

1. Evangelism
2. Edification
3. Effective Ministry
4. Expansion of the leadership base
5. Equipping
6. Discipling

CHRIST IS THE DNA OF CELL LIFE

The cell is not a social gathering, neither is it a pure Bible Study group. It is a gathering of people whose focus is on Jesus, and His presence brings divine life into the cell.

CHRISTIANS BRING MULTIPLE EXPECTATIONS TO CELL LIFE

1. We need to know each other and have real fellowship and body life.
2. We ought to be lifting each other up in prayer and ministry.
3. Discipleship is the most important thing we do together.
4. We should be studying God's Word together in depth.
5. The operation of spiritual gifts is what cell life is all about.
6. The cell exists to reach out to the lost and hurting in the world.
7. Praise and worship in the Spirit is the highlight of the cell meeting.
8. We must be accountable to each other in living the Christian life.

Cells are basic Christian Communities.

CELLS AND CELEBRATION

The two-winged church is the ideal setting for God to reveal His nature.

- When we meet on Sunday as a congregation we celebrate and worship the Most High God. Who is Holy, Great, Awesome, Eternal and Exalted.
- During the cell meeting we experience God's immanence or Most High nature: Intimate,

PURPOSE OF CELL LIFE

1. ***Cells form the basic building blocks of all forms of life.*** The cell is also the basic life form of the Church. Participation in the church takes place by joining a cell.
2. ***The cell is where people are nurtured and cared for.*** It is in the cell where each member discovers his/her particular gifting and learns to use it to edify the body of Christ. Every member is equipped through the discipling process to serve and minister to one another's needs and take care of new converts.
3. ***The cell community of believers is called to be accountable to each other.*** This is not always a comfortable situation, especially when people are wrestling with sin in their lives. There is a continuous conviction and challenge to every believer to pursue godly values, holiness and righteous living. Through this transparency Christians are able to grow and mature in the Lord and through the washing of the water of the Word, they become effective disciples for the Kingdom. Life-long friendships are established and valuable relationships are formed.

PURPOSES OF CELLS

1. ***Evangelism.*** Is vehicle of friendship evangelism. Environment is non-threatening and new converts can join this body of believers with ease and comfort. Provides fellowship, follow-up and nurture for new Christians.
2. ***Edification.*** Because of non-threatening environment, spiritual growth is more readily encouraged and strong bonds of Christian fellowship are being built.
3. ***Effective Ministry.*** Is a place to equip believers for the work of the ministry. A cell practises the Biblical principle that everyone is a minister. (Eph 4:11,12)
4. ***Expansion of the Leadership Base.*** Is for selection, training and mobilization of every believer.

THE NINE VALUES OF A CELL CHURCH

1. ***Evangelism.*** Praying and reaching out to the lost for Christ's sake.
2. ***Relationships.*** Building strong bonds between members of the local body of Christ.

3. **Transparency.** Being open to others in a trusting environment. People need to be able to release inner conflict and anxiety.
4. **Trust.** Promoting confidentiality and security because of transparency of members of the group.
5. **Availability.** Being there for each other as the needs arise in our lives.
6. **Purity.** Living pure and honest lives before God and each other for the testimony of Christ and the Group.
7. **Awareness.** Being sensitive to each other's needs and concerns.
8. **Accountability.** Being responsible and answerable to each for words and actions both in and way from the group.
9. **Growth.** Knowing that God's will for the group is to be fruitful and multiply and being willing to release others in the group to pursue their ministry and call.

BENEFITS OF THE TWO-WINGED CHURCH

1. **Effective Management Units.** The cell is manageable because it is self-contained. Every task of the church can be implemented through this one basic unit. The cell also has a simple leadership structure, which cares for and develops the members of the cells.
2. **An effective caring system.** The cell structures ensure that hurting members are taken care of at any time and not just on Sundays.
3. **Church growth.** The key for the two-winged church to multiply and grow is the cell unit. As the cell members reach out to the lost, the cells grow and multiply.
4. **Raising up leaders.** The cell structure provides the opportunities for members with a calling on their lives to fulfil their calling without necessarily entering the ministry full-time.
5. **The world can be reached.** In the cell structure, every member is a minister. They touch the lives of the hurting and the lost people out in the world.
6. **Spiritual gifts can be properly exercised.** In a cell setting everyone can exercise spiritual gifts.

STRATEGIES INTEGRATING NEW VALUES IN OUR CHURCH

1. Personal Prayer
2. Group Prayer
3. Sermon Series

4. Leader Involvement
5. Discuss Application
6. Report to Members
7. Intercessory Prayer

LEADERSHIP DEVELOPMENT

Leadership development is one of the most neglected areas in the church today.

1. A well-mobilized laity must discover, develop and use all their different spiritual gifts for growth.
2. Cell groups work on the concept of: Monkey sees, monkey does. People learn through seeing what their leaders do.
3. The growth of our church lies directly in the hands of the leadership of our church.
4. Our aim is to get our church excited about God and about their ministry.
5. We must be controlled by the mind of Christ and make sure that our movements are a result of that.
6. Let us bring excitement back into the church. Let us invest in each other's lives. Let the church come to life, not only on Sundays, but also on each day of the rest of the week!

THE LIFE CIRCLE OF A CELL GROUP

Stage 1: The Learning Stage

1. This is the stage where members focus on the idea of a cell.
2. It takes 3-4 weeks for relationships to form.
3. **The members decide if they belong in that particular cell or not, and what purpose they will serve.**
4. They start to discover each other's strong and weak points and make decisions in regards with trust and reliability.
5. The success of a cell group many times depend on this stage.
6. Masks gives protection until people are comfortable, safe and not threatened.

Stage 2: The Love and Conflict Stage

1. **All members judge the cell in this stage on grounds of its efficiency.**
2. As they discover and get to know each other they start to build common bonds.
3. They discover their differences and they will find things in each other they like and dislike.
4. If cell members do not overcome hindrances in this stage, the cell will stop to function and there will be no growth.

Stage 3: The Commitment Stage

5. This is the stage where the cell members overcome the differences and find ways to work together.
6. They work now in a greater unity and have the liberty to be themselves without fearing rejection.
7. **This is now the stage where they can be motivated and encouraged to start to focus outwards (on the cell self).**
8. They now start to reach out to other people outside the cell.

Stage 4: The Mobilizing Stage

1. At this stage cell members are beginning to see the bigger picture of the glory of the kingdom of God.
2. They look past themselves to a dying world.
3. **They desire that people will experience their cell meetings and start to invite them to visit.**
4. **The cell leader has the responsibility to continually share the vision of multiplication with his members.**

Stage 5: The Multiplication Stage

1. This is when the cell reaches maturity and has enough members to give birth to a new cell and a new cell leader.
2. This is an exciting stage when a cell completed a life cycle and they are ready to multiply.

THE CELL LEADER

WHAT EVERY LEADER SHOULD KNOW

1. ***As a leader you have people to care for.*** They are entirely your responsibility, because you are the shepherd of the flock (1 Pet 5:1-2). You must meet the needs of your people (physical, psychological, social and spiritual). You can only achieve this by being an example to them.
2. ***You are on your way with your people to achieve a goal.*** This goal is that your people will grow spiritually and will win others for Jesus. Our aim is two families a year per group. Discuss ways and means of achieving this goal with your group.
3. ***The format of your group meeting is important.*** It shouldn't be another church service nor a social club. It is a meeting of the household of the Lord. The things of the Lord

should be discussed and the burdens of others should be borne. The members should study the Word of God together. It should be a real "koinonia" group, kept alive by limiting the **meeting time to a maximum of 90 minutes.**

4. ***Submit a bi-monthly report to your pastor about your group.*** The following matters should be addressed:
 - How many people attend the meetings.
 - Problems experienced during meetings.
 - Future planning.
 - Summary of the proceedings of meetings.
5. ***You must set aside sufficient time to prepare for every meeting and regularly pray for every member.*** Visit them from time to time and try to make contact with prospective members.

DURING THE MEETINGS

1. The leader must see to it that everyone feels at home and new members must be properly introduced. They should also be made to feel that they belong. The atmosphere should be totally informal – arrange chairs in a circle. The leader must make every meeting as interesting as possible.
2. They sing and worship the Lord together; God wants us to be true worshippers (Jn 4:23-24).
3. This is followed by Bible study / discussion of Sunday's sermon for a minimum of 30 minutes. (Remember that the entire meeting should not last more than 90 minutes).
4. The whole group should participate in the study and discussions. Ask different members to read certain text aloud. (Don't embarrass poor readers). Encourage members to take part in the discussion and share what they have received from the Lord (1 Cor 14:26).
5. The leader should at all times exercise strong leadership with regards to the subject. He should not permit unnecessary questions. He should, however, not dominate the discussion as it may cause some people to withdraw instead of participate.
6. The leader should encourage everyone to always bring their Bibles and notebooks.
7. ***It is important for the group members to discover that they are one large spiritual family, therefore they should show interest in the other group members throughout the week.*** This is especially true if anyone should go through a trying time. They should be quite informal and address

everyone by name, instead of by title. The leader should spend time with every individual member through personal conversation.

8. The meeting draws to a close with a time for prayer. It may happen that the Lord directs the members to minister to one another in prayer, as there may be those who need forgiveness or are ill etc. and consequently are really in need of intercessory prayer. It may even happen that within the group the Lord may baptize someone with the Holy Spirit.
9. Thereafter there is informal conversation time which will help the group to get to know one another better.

WHAT CAUSES A GOOD CELL LEADER TO STAND OUT ABOVE OTHER LEADERS

1. They spent time weekly with their cell members after prayer.
2. The leader make its members attend to the vision when he experiences the group is moving in a specific direction.
3. **The cell leader must decide to be a success. He must decide he wants to grow and motivate results. He must decide that nothing is going to stop him from being successful.**
4. Set specific dates to reach certain goals and bring it to the attention of the zone leader.
5. The cell members must know their multiplication date.
6. The cell leaders must do follow up with every contact detail they receive.
7. The cell leader must not be satisfied if the group does not get visitors every week.
8. The cell leader must not sit at home on Sundays, but be in the Celebration Service and support the whole programme and vision of the church wholeheartedly.
9. The cell leaders must be properly prepared and do not break away from the material and try to do his own thing.
10. The cell leader must deal with all irritating factors that might put people off.
11. Be attentive to personal hygiene.
12. They must care for and love people.
13. Cell members must be motivated to attend the Celebration Services.
14. Stay focused when it comes to the things of God.
15. Motivate unity and good works in regards with the church.

16. Build an atmosphere of expectation at the cell.
17. They must have a special time every now and then with the team.
18. They must show interest in the interests of the cell members.
19. Encourage cell members to complete training in being cell leaders.
20. Must have an intern that is in the process of being trained.
21. Phone and visit cell members where possible. Relationship, relationship, relationship.
22. Cell leaders must regularly ask themselves: "How is my relationship with Jesus?"
23. Exuberate enthusiasm! (Matt 25:14-30).

ELEMENTS OF SPIRITUAL LEADERSHIP

1. A heart for God, demonstrated through obedience and dependence on God.
2. A heart for people, demonstrated through empathy and servant-hood.
3. Commitment to the Word of God, demonstrated by the knowledge of the Word and disciplined Bible Study.
4. Discipline in the spending of money and personal time with God, prayer, and developing of a godly character.
5. Reliability and faithfulness.
6. Availability.
7. Submitting.
8. A teachable spirit.
9. To be active in the vision of the church in his cell and to promote it.
10. To have his house in order (personal and family life).
11. The cell reports is a very important source of information to monitor cell growth. This is part of the responsibility of the cell leader and this form must be completed weekly and handed in monthly.

EVALUATION

From time to time it will be necessary for the leader to evaluate not only his group, but also himself. This is best done by asking the following questions:

1. Do I qualify according to 1 Thess 2:7?
2. Am I available and sufficiently sensitive to meet the needs – social, spiritual, physical, etc. – of my group members?
3. Do I regularly pray by name for each member of my group?
4. Do my group members make spiritual progress?

5. Have I succeeded in my outreach objective in reaching new prospective group members? (If yes, to what extent?)
6. Do I set a good example to the group by constantly reaching out to the unsaved?

By honestly answering these questions you will determine whether you are making progress and are moving in the right direction.

MANAGEMENT OF A CELL GROUP

As a cell leader the following responsibilities in regards with the management and administration of the cell group is important:

1. Be the link between the cell members and the church. This means communicating with them well the vision and programmes of the church.
2. Complete cell reports timely.
3. Attend cell leader meeting regularly.
4. Attend seminars for leadership in the church regularly. Plan to attend these meetings as this is the place with the Zone Leader spent time with his cell leaders.

CELL GROWTH

THE GROWTH OF THE CELL GROUP

No group should ever be allowed to stagnate. A cell group can start off with only 3 members but when it reaches 12, it should split. The leader should earmark a prospective assistant, who would be able to lead the new group that will meet in another home.

As growth is the expected objective of the group it is essential to plan ahead to enable the growth to materialize.

WHAT WILL HINDER / STOP YOUR CELL GROUP FROM GROWING

1. **Unprepared leaders.** The cell groups of leaders who spent 90 minutes in prayer, Bible Study and preparation, grow twice as fast as those leaders who don't.
2. **Poor facilitation.** Be sensitive to the needs of the people. Involve everyone attending.
3. **No interns.** Identify a leader and start training the person through example, teaching and opportunities for him to lead.
4. **Misconception of the Christian life.** If the leader do not model the life.
5. **New members that are not being followed up.**

6. **Leaders who do not have enough time.** Prioritise your weekly activities. Delegate responsibilities.
7. **Leaders that feels overwhelmed.** Give different people the opportunity to help each week with refreshments, worship, prayer etc.

CHALLENGES AND SOLUTIONS

1. **Uninvolvement of members.** The mind-set of the leader will become the mind-set of the cell members. The cell group is the responsibility of each member and not just the leader. This concept must be communicated by the leader to the members.
2. **Lack of motivation.** Motivation excel due to meaningful relationships. The leaders are motivated through their relationship with God. This motivation is being transferred to the members. The vision of the cell must be clearly communicated to all members.
3. **Resistance against multiplication.** More than 15 members becomes dysfunctional. When the cell group does not multiply it hinders the growth of the kingdom of God. Communicate the importance of multiplication and address the fear of the members. Communicate the bigger picture to the members.
4. **Criticism, gossip and tension among members.** Prepare a word from the Bible in regards with why God hates gossip and pride. Get the guilty parties together after a meeting and discuss problematic matters with them in love. If people criticise the cell let them come with solutions. If it becomes problematic ask the pastor to help. If necessary and the people keep on causing destruction they must be asked to leave the group, for the safety of the rest of the people.
5. **Members with another language.** Try placing people with the same language in one cell in order for them to understand each other better.
6. **No music or poor quality worship.** Use praise and worship cd's. Put it loud so the group can't hear all the people singing off pitch which is distracting the attention through worship.
7. **Chatterboxes.** Wait for a person to breath and then interrupt him and ask somebody else's opinion. Talk to the person after the meeting and explain the purpose of the cell group.

8. **Icebreaker not practical or applicable.** The key is good preparation. Decide whether it will be applicable on the group. Explain the purpose of the icebreaker. The atmosphere you create will determine the success of the meeting and group. If there is a warm, friendly atmosphere the icebreaker will be successful.
9. **People not familiar with the format of the cell.** Make sure the format of the meeting is being communicated to new members. Explain it step by step.
10. **Groups that do not stick to the theme of discussion.** The cell leader must stay in control of the cell at all times during the meeting. The leader can say for instance: "I think we are deviating from the subject. We were talking about..." If there is time we can discuss this at another time. Discern the situation. If there is a problem that would take too long to solve, inform the person you will discuss it with him / her afterwards. Cell meetings must never become a counselling session. If it is urgent sent the member out with someone to help him. If a person constantly keeps deviating from the agenda, speak to him after the cell group.
11. **If cell meetings are too long and end too late.**

WHAT DOES NOT INFLUENCE THE GROWTH OF A CELL

Age, marital status, sex, education, social status, spiritual gifts, personality (extrovert / introvert).

WHAT CAUSES A CELL TO GROW

Prayer, time spent together outside the cell meeting, clear goals, follow-up of visitors, preparation for the meeting. Other elements:

1. **The leader's commitment to God.** The groups of leaders who daily spent 90 minutes or more in devotion to God grow twice as fast as those spending less than 30 minutes a day.
2. **The leader's intercession** for its members.
3. **The time the leader spent with God in order to prepare for the meeting.**
4. **Clear goals** enlarge the change of multiplication by 75%.
5. Know the **multiplication date** of your cell.
6. **Training.** The groups of leaders who are better equipped grows faster.
7. **Leaders that regularly make contact with new people.** Leaders who contact 5-7 people per month have an 80% better chance to

multiply. When you contact 1-3 people chances lower to 60%. Leaders who visit 8 or more people per month have twice as much opportunity to multiply than those who visit only 2.

8. **Encouraging cell members to invite new people.** The groups of leaders who encourage their people to invite friends grow twice as fast as those who don't.
9. **Amount of visitors in the cell.** There is a direct connection between the amount of visitors and the multiplication of the cell.
10. **Outside the cell meeting.** The cell groups who have six or more social events per month multiply twice as fast as those who had none.
11. **Training of interns.** Those who raise up leadership, motivate and teach to grow, increase their chance of multiplication.
12. **Level of pastoral care.** Regular visits of the leader to the group members help to consolidate the group.

WHY SOME PEOPLE DO NOT PERFORM?

1. They do not know what they are supposed to do (vision).
2. They do not know how to do it (Strategy and technique).
3. They don't know why they should do it and therefore there is no motivation (motivation and inspiration).

There are sometimes stumbling blocks outside their control (resistance factor). But if there is a clear training programme, worksheet, guidelines and a willing heart, all things are possible. The building of relationships is the most important factor of high levels of leadership.

HINDERANCES IN THE PHYSICAL

1. **Unfriendly atmosphere.** Greet people at the door. Play gospel music in the background.
2. **Cold facilities.** Heat up the place with heaters. Ask people if they need blankets if necessary.
3. **Telephone.** Switch off phones.
4. **Animals.** Keep the animals outside.
5. **Other members of the family doing their own thing** during the cell meeting. Ask them to respect your time with your friends. Or move the meeting to another venue.
6. **Improper handling of visitors.** Be sensitive to visitors and treat them as honoured guests.
7. **Lightning to bright or to dim.** Make sure everyone can see well.

8. **Seating.** Get enough chairs and make sure nobody sits/hides behind another person. Get pillows in case the chairs are too hard.
9. **Constant latecomers.** First drink coffee and eat cake. Adjust the time for the latecomers. Talk to them after the meeting and encourage them to be on time. Find out why they are late and come up with a solution.
10. **Restless children.** Make turns to handle children's ministry.

THE ZONE LEADER

THE ROLE OF THE ZONE LEADER

1. The zone leader is the link between the cell leader and the pastor.
2. The zone leader is the right hand of the pastor and his personal assistant.
3. The zone leader help the pastor in the reaching of the goals for the cell groups.
4. The zone leader has 3-4 cell groups under him.
5. The zone leader must love the cell leaders and not be manipulative.

DIFFERENCE BETWEEN PASTOR AND ZL

1. The pastor is full time and the Zone leader is a volunteer.
2. The pastor is the decision maker and still has the last say. Decisions are sometimes made on the feedback of the ZL. Therefore it is important that the ZL inform the pastor on a weekly basis what is happening in the cells.
3. The pastor is the representative of the church. The ZL is the representative of the pastor. The ZL must reflect the vision and heart of the church.

THE ROLE OF THE ZONE LEADER

Shepherd

1. Build relationships with people. How many cell members do you know? Do you know their names?
2. Take care of the cell leaders and members.
3. Do hospital visitations, counselling, deliverance, baptize own members.
4. Pray daily for cell leaders and members by name.
5. Visit cell groups weekly.
6. Develop new cell leaders. Invite them to leadership training. There is at least 3-4 potential leaders per cell group.

7. Model a life of prayer and leadership development as well as regular attending of celebration services. (Monkey see, monkey do). Leaders who do not attend the Celebration Services regularly will be taken of leadership until they proof themselves again.
8. Help the cell leaders to follow up their cell members and to contact new visitors. Follow up on the backsliders.
9. One spiritual meeting and social happening must be organised once a month for the cell leaders and one meeting with the pastor per month.
10. The ZL must contact cell leaders on a weekly basis to find out how it is going with them and the group.

Manager

His basic function is to empower people. To help people with the right training and equipping them to reach their goals.

1. Help cell leaders and groups to set clear goals and to achieve it. It is not just about reading the Bible, but about helping people to reach the goals in their lives.
2. Manage the cell group life.
3. Make decision in regards with cell leaders and cell related challenges.
4. Mobilize cell groups to action in preparation of harvest opportunities.
5. Help monitor the training and equipping of every person in the zone. Encourage those who haven't been equipped to see the value to attend the training otherwise he will never become a cell leader.

DIFFERENT WAYS TO MULTIPLY THE CELL

Multiplication through an intern

1. Set a date when the group will multiply.
2. Have a multiplication party on that date.
3. Decide how multiplication will take place. What people will go to what group?
4. Have short praise and worship session on evening of multiplication.
5. Let the intern and his members stand aside and let the other group lay on hands and pray for them. Let them speak out their blessing over this new group.
6. Be excited and positive. Multiplication is exciting!

Plant a new cell

1. When a member is excited and have enough people to plant a cell, discuss the plans and see how ready he is to plant the cell.
2. This person must receive training before planting a cell.
3. Discuss the scenario with pastor and get his support and opinion.
4. Discuss these plans with members of the current existing cell.
5. If he wants to take members of the current existing cell with, it must preferably be members he brought with him. It must however be discussed first with the current cell leader and the pastor.
6. Visit the new cell on a regular basis to ensure it is working well and growing.

Multiplication when there is not an intern yet

1. Ask the pastor to transfer an intern from another cell.
2. This intern must attend this cell that is ready to multiply at least four weeks to build relationships with the people before it multiplies.

It is the responsibility of the cell leader to identify from the start a cell leader and to equip him.

WHAT HAPPENS WHEN A CELL STAGNATES AND IS NOT GROWING

1. Discuss it with the pastor.
2. Meet with the cell leader and members to get the reason why the cell has stopped.
3. Give additional four weeks to see if there is change.
4. Decide after the grace period if the cell will be replaced or not.
5. Should the cell break up, do not let all the members go to the same cell group. This will prevent negative attitudes from the previous cell.
6. Move members to different cell groups but consult first with the cell leaders.
7. Keep contact with the old cell leader and encourage him to try again after a period of rest.

RESPONSIBILITIES OF THE ZONE LEADER

1. Visit the various cell groups every week.
2. Evaluate the cell life in general.
3. Model an icebreaker if necessary.
4. Evaluate the worship of the cell.
5. Model the leading of worship if possible.
6. Evaluate the facilitating.

7. Model facilitating if necessary.
8. Evaluate the works in the cell.
9. Motivate the vision of the church.
10. Model the work part of the cell if necessary.
11. Model friendship evangelism as a lifestyle.
12. Participate in evangelism outreaches.
13. Support cell leaders when new cell groups are being planted.
14. Monitor new groups.
15. Motivate evangelism and attendance of outreaches.
16. Initiate zone outreaches to hospitals or other places of interest.
17. Monitor each cell in his zone.

KEYS TO SUCCESS

1. Visit the cell groups regularly.
2. Be constant and regular.
3. Do not go to the same group every week.

STRATEGIES

1. Get the cell group healthy in as short as possible time.
2. Get the cell groups to be excited about opportunities where people can meet with God.
3. Meet the individuals in the cell groups as much as possible.

THE ROLE OF A LEADER

1. Motivate others so that they start enjoy to do something that they do not like.
2. A leader is influence and it comes by ministering to others.
3. The leader must know the vision of the church and empower himself, and others with it.
4. Constantly support the Senior Pastor in the presence of the cell members. This demonstrate and motivate unity in relationships and unity in vision.
5. Help the zone to grow in outreaches, evangelism and community projects.
6. Provide the pastor of weekly information in regards with his zone.

WHAT MUST THE ZONE LEADER ACHIEVE ON VISITING CELL GROUPS?

1. Help the cell leader to effectively lead the cell and assist in the flow and working of the Holy Spirit in ministry.
2. Build relationships with the cell leaders and cell members.

3. Help motivate the cell leaders and cell members to achieve the goals of the cell, the zone and district.

RESPONSIBILITY OF THE ZONE LEADER BEFORE THE CELL

1. His heart must be prepared by waiting on God.
2. Ask God what He wants you to do at the meeting.
3. Ask God to use you in the working of the Holy Spirit.
4. Pray for the cell leader and cell members.
5. Preparation for the cell meeting will make a difference in the meeting.
6. Contact the leader to confirm time and place of meeting.
7. Discuss the cell meeting with the cell leader. Ask if everything has been organised and if you can help with something.

RESPONSIBILITY OF THE ZONE LEADER DURING THE CELL MEETING

1. Set an example by being on time for the meeting.
2. Mingle with the people and get to know them.
3. Participate completely and do not be a spectator.
4. Support the cell leader with facial expression etc.
5. Be sensitive for the gifts of the Holy Spirit.
6. After the cell meeting, give feedback to the cell leader where he was good and where he can improve.

PERSONAL COMMITMENT OF THE ZONE LEADER

1. Read the Bible daily.
2. Pray regularly for you leadership, your cell leaders and zone.
3. Be an active financial partner of the church.
4. Accept the discipline of the church and the pastor over you.
5. Motivate unity, peace and love among each other.
6. Be committed, faithful and eager in the ministry of the people.
7. Guard yourself, family and people in your zone.

EQUIPMENT

1. Motivate your cell leader to attend all opportunities of leadership training.

2. Motivate those leaders and member who are attending leadership training opportunities.
3. Make sure training material is available for all leaders and members.
4. Attend training evenings with your spouse.

ADMINISTRATION

1. Collect all cell group material in the foyer.
2. Read all material that is for your information.
3. Complete your feedback papers and hand it in.

MEETINGS

1. Meet at least once per month with the cell leaders and their families.
2. Meet once a week with your pastor.
3. Attend the ZL meetings with the Senior Pastor.
4. Attend as much prayer meetings as possible.

MULTIPLICATION

1. Encourage the cell leaders to multiply.
2. Encourage cell members to multiply.
3. Support them by setting a realistic date.
4. Attend the multiplication event.
5. Facilitate the event if necessary.
6. Look after the new cells and the mother cell.

ZONE INTERNS

1. Choose a potential ZL Intern. Pray about it.
2. Discuss it with your pastor.
3. Prepare this intern to be the next ZL.
4. Make sure your cell leaders are receiving the necessary training.
5. Monitor your cell leaders' church attendance.

Cell life is a hands-on ministry, therefore involvement in people's lives are important. Characteristics of a winning team:

1. Play to win.
2. Positive mentality, heart and mind-set.
3. The team takes risks.
4. Team members care for one another and look after each other.

Relationship + Attitude x Talent + Expectation = Production